

Policy Applies to:

All staff employed by Mercy.

Related Standards:

- Health and Safety at Work Act, 2015
- Infection and Prevention and Control Standards NZS 8134.3:2008
- EQuIP 1.5.1 and 1.5.2 Infection Control
- EQuIP Standard 3.2 Health and Safety

Rationale:

Mercy is required to protect staff who are at risk of being exposed to infections in the healthcare setting.

Objectives:

- To ensure staff are appropriately educated re immunisation
- To ensure staff are offered appropriate access to immunisation
- To minimise the risk of infection to both patients and staff
- To maintain accurate health records and reports of staff immunisation status.

Implementation:

Immunisation requirements

The Infection Prevention and Control Nurse will coordinate staff immunisation assessment and vaccination according to:

- The risk to the staff member from the work environment and tasks
- The risk to patients with whom the staff member may come in contact.

The degree of risk to staff depends on their level of contact with patients who may have infectious diseases. Conversely staff may place some patients at risk if they are suffering from a vaccine preventable disease.

Risk Categories

For the purpose of assessing risk factors the Infection Prevention and Control Nurse will assess staff into one of three groups

- High
- Medium
- Low

High Risk Group

- Staff who come into close physical contact with patients e.g. nurses, anaesthetic technicians

Medium Risk Group

- Staff not primarily involved with patients, but by the nature of their work will come into contact with patient's and blood and body fluid products e.g. CSSD technicians, theatre suite assistants orderlies, housekeeping, laundry, food service assistants and clerical staff who are based in a patient area and also assist with tasks such as linen removal and bed cleaning.

Low Risk Group

- Staff who have no direct physical contact with patients e.g.; kitchen staff who do not provide meal delivery to patient rooms, administration, finance, clerical

Vaccination

- All staff working in high and medium risk areas must document their immune status as part of their application for employment.
- The Infection Prevention and Control Nurse will review the immune status of staff working in high and medium risk areas according to the table below.
- Staff will be offered vaccination with consent or non-consent documented on the Mercy Employee Health Monitoring Consent Form (Appendix One). This information will be held in the employees staff health file.

Mercy offers an annual influenza vaccination programme to all staff and endorses the Ministry of Health recommendations that all healthcare workers be vaccinated. Vaccines are recommended for the following diseases and risk groups for staff within the health care environment.

	High Risk	Medium Risk	Low Risk
Tuberculosis	✓		
Hepatitis B	✓	✓	
Varicella (Chicken Pox)	✓		
Rubella (German measles)	✓		
Morbilli (English measles)	✓		
Mumps	✓		
Poliomyelitis	✓		
Tetanus	Gardeners, Maintenance		
Influenza* <i>annual vaccination</i>	✓	✓	✓

Evaluation:

- Staff health records
- Application for employment records
- ACHS report (Hepatitis B immune status)
- Staff Influenza annual uptake report
- Infection Prevention and Control Nurse reporting to Infection Prevention and Control Committee.

Associated Documents

Appendix One: Employee Health Monitoring Consent Form

External

- Immunisation Handbook, June 2014, Ministry of Health
- Guidelines for Tuberculosis Control in New Zealand, 2010
- Privacy Act, 1993
- Health Information Privacy Code, 1994

Internal

- Standard Precautions Policy
- Hazard Management Policy
- Mercy Hospital Application for Employment - Appendix 3.1, Human Resources Manual
- Privacy Policy